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THE ANTICEDENTS ON MANAGING DEPRESSION AND LEVEL
OF OCCUPATIONAL STRESS AMONG THE EMPLOYEES IN
IT INDUSTRIES, CHENNAI, TAMILNADU, INDIA



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Short Profile

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ABSTRACT:

Purpose: The main purpose of the study is managing depression in workplace. This is a conceptual study. Many researches reveal that both (men and women) are affected by depression.

Methodology: This study deals how IT people suffer by depression. In modern era getting a good offer from the company is difficult at the same

time maintaining the job is more difficult. The nature of the research is Descriptive method, and the sample size is 300 respondents from various locations in Chennai District, Tamilnadu, India and data collection method used in the research is "Questionnaire Method". Data was analyzed by using SPSS 16.0. Findings, suggestions and conclusions were made by keeping an eye on the objectives.

Results: IT employees have to complete their work effectively and efficiently in prescribed time simultaneously they have to balance their family commitment. In this connection many miss to balance in both job and family and they are affected by depression.

Discussions: This study discusses the symptoms of depression and how managers (or) Team Leaders attitude towards depressed employees and what actions they should take to recover depressed employees.

Conclusion: Conclusion is to reveal that depression is not a permanent disease if we take proper treatment very soon we will get quick recovery.

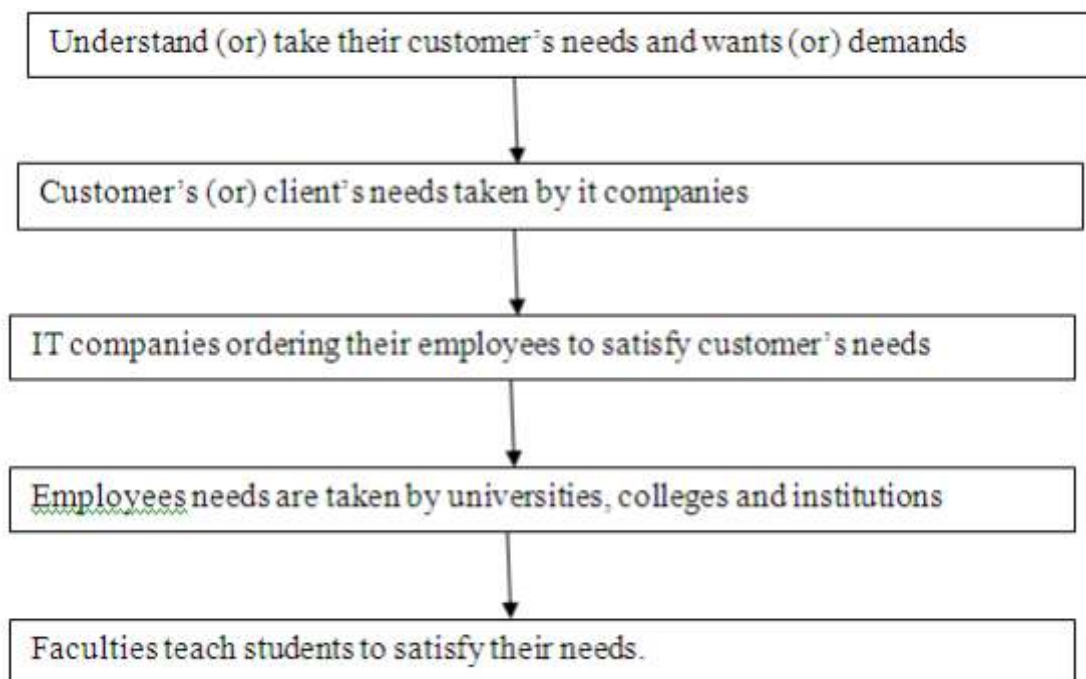
KEYWORDS

Depression, Employees, Managers, IT companies.

1. INTRODUCTION:

In today's business world establishing and running any organization is not an easy task, because managing HR is more complex. Nowadays human desire, wants and needs have increased more and so he or she has to run in their selected profession. Particularly if we talk about IT industries lot of research results reveals that IT people suffer lot in depression. In General depression in everybody's business you just treat it and defeat it. After Globalization and Liberalization lot of Multinational companies invest money in our country and conducting their business. In this context IT Company play a vital role, it offers lot of job to our country people and improves their lifestyle and per capita income.

2. HOW IT COMPANIES WORK?



3. Team leaders Behavior in IT Industries

In earlier days one who judges other's performance is called as Manager. In Present context IT employees work under Team Leaders (TL), Each and every team leaders has one group it pertains to a minimum 2 numbers, maximum it depends on the companies' size and team leader's strength. These team leaders' contributions are more precise to achieve company's short, medium and long term objectives. Corporate or companies give targets to team leaders that should be achieved with in the given time. Team leader's important job is to get work from their members with in the permissible time. When the project or assignment comes to the team they have to finish it with in the limited time frame. In this cause they have to work day and night. Project Head (or) Team leaders should assess each and every member's contribution. If any member's performance is not up to the standard or mark TL should take necessary action.

4. Review of Literature

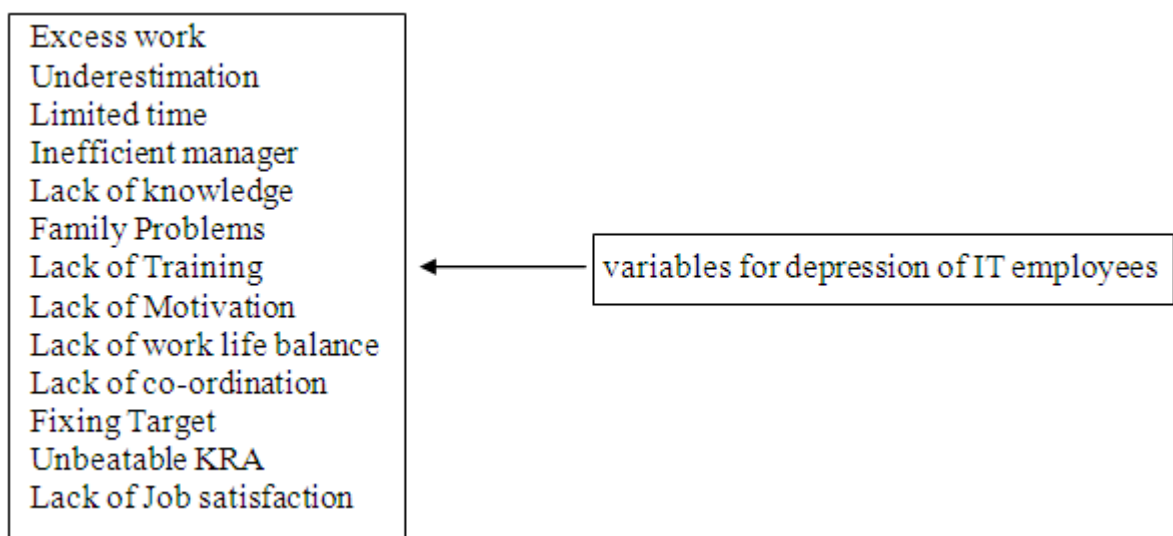
Amir Shani and Abraham Pizam (2009) in their article “Work-Related Depression among Hotel Employees” conducted a study on the depression of work among hotel employees in Central Florida. They have confirmed the incidence of depression among workers in the hospitality industry by evaluating the relationship between the occupational stress and work characteristics. Viljoen, J.P., and Rothmann, S. aimed at studying and investigating the relationship between “occupational stress, ill health and organizational commitment” (2009). The results were that organizational stressors contributed significantly to ill health and low organizational commitment. Stress about job security contributed to both physical and psychological ill health. Low individual commitment to the organization was predicted by five stressors, namely work-life balance, overload, control, job aspects and pay. Schmidt, Denise Rodrigues Costa; Dantas, Rosana Aparecida Spadoti; Marziale, Maria Helena Palucci and Laus, Ana Maria (2009). In their work title on “Occupational stress among nursing staff in surgical settings” This study aimed at evaluating the presence of occupational stress among nursing professionals working in surgical settings and investigating the relations between occupational stress and work characteristics.

5. Research Methodology
 The nature of the research is Descriptive method, and the sample size is 300 respondents from various locations in Chennai District, Tamilnadu, India and data collection method used in the research is “Questionnaire Method”. Data was analyzed by using SPSS 16.0. Findings, suggestions and conclusions were made by keeping an eye on the objectives.

6. Research Objectives

- ⤴ To analyze main purpose of the study is managing depression in workplace.
- ⤴ To develop the conceptual frame work or model for the study.
- ⤴ To examine the variables for depression of IT employees

7. Research Model



8. Research hypothesis

- (H1): There is an impact on excess work and variables for depression of it employees
 (H1): There is an impact on underestimation and variables for depression of it employees
 (H1): There is an impact on limited time and variables for depression of it employees
 (H1): There is an impact on inefficient manager and variables for depression of it employees
 (H1): There is an impact on lack of knowledge and variables for depression of it employees
 (H1): There is an impact on family problems and variables for depression of it employees
 (H1): There is an impact on lack of training and variables for depression of it employees
 (H1): There is an impact on lack of motivation and variables for depression of it employees
 (H1): There is an impact on lack of work life balance and variables for depression of it employees
 (H1): There is an impact on lack of co-ordination and variables for depression of it employees
 (H1): There is an impact on fixing target and variables for depression of it employees
 (H1): There is an impact on unbeatable KRA and variables for depression of it employees
 (H1): There is an impact on lack of job satisfaction and variables for depression of it employees

9. Analysis and Interpretations

Table 1- Depression of IT employees

Depression of IT employees	Mean	Std. Deviation
Excess work	4.24	0.851
Underestimation	4.1	0.76
Limited time	4.13	0.812
Inefficient manager	3.96	0.823
Lack of knowledge	3.79	1.219
Family Problems	3.9	1.073
Lack of Training	4.12	0.821
Lack of Motivation	4.02	1.017
Lack of work life balance	3.82	0.876
Lack of co-ordination	4.03	0.639
Fixing Target	3.52	1.07
Unbeatable KRA	3.82	1.03
Lack of Job satisfaction	3.96	0.994

Chart 1- Depression of IT employees

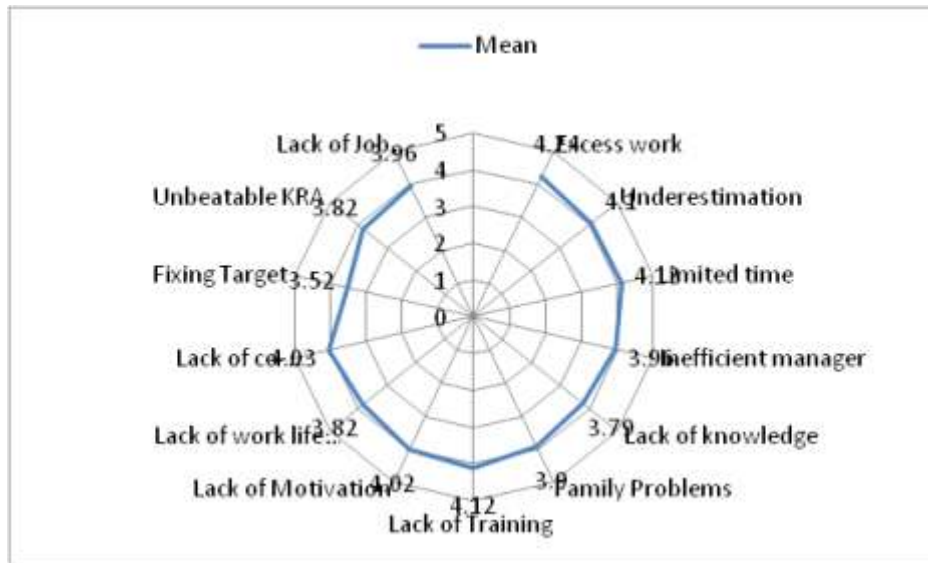


Table 2 - Factors

Depression of IT employees	Component			
	1	2	3	4
Excess work	.586			
Underestimation	.790			
Limited time			.850	
Inefficient manager			.798	
Lack of knowledge				.695
Family Problems	.788			
Lack of Training	.819			
Lack of Motivation		.596		
Lack of work life balance		.721		
Lack of co-ordination	.751			
Fixing Target		.517		
Unbeatable KRA				.757
Lack of Job satisfaction	.532			
Excess work	.624			

Table 3 - Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.666 ^a	.443	.438	.575	.443	79.877	4	401	.000

Dependent Variable: satisfied with my present job

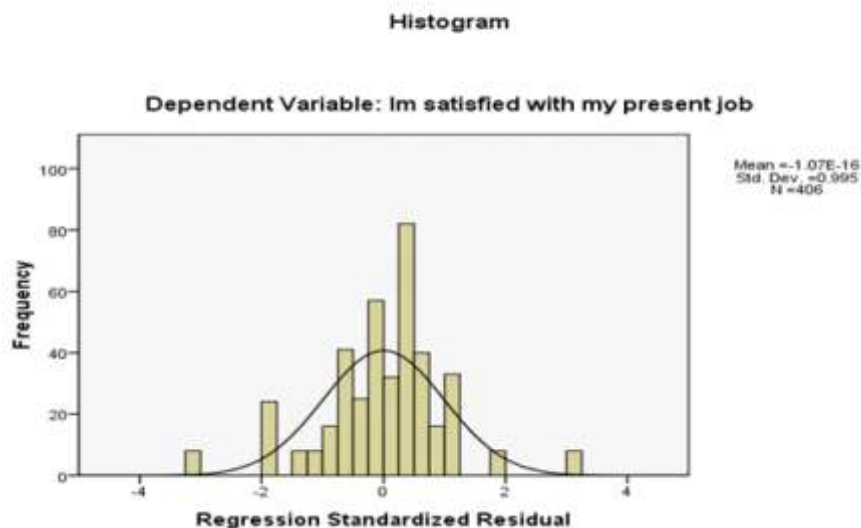
Table 4 - ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	105.685	4	26.421	79.877	.000 ^a
	Residual	132.640	401	.331		
	Total	238.325	405			

Table 5 - Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.882	.029		135.9	.000
Avoiding the work continuously	.191	.029	.248	6.670	.000
Highly pessimistic	.031	.029	.041	1.098	.023
Fail to update	.465	.029	.606	16.25	.000
Less concentration towards the work	.089	.029	.116	3.101	.002

Chart 2 – Histogram



9. Results

Nowadays companies achieve their goals through employees. So employees are considered as the backbone of any industry. Identifying and managing HR is a big task for every company. Team leaders carefully watch member’s behaviour while doing their work and if they find deviation immediate action should be taken bring back to normal. The followings are key points to identify depressed

employees.

- ▲ Avoiding the work continuously
- ▲ Highly pessimistic
- ▲ Fail to update
- ▲ Less concentration towards the work

10. CONCLUSION

In context of the depressed employees, managers should take lot of efforts to get back smooth running of the enterprises. The following points should be taken by manager first; he or she has to identify the strength and weakness of the depressed employees. Second, to give proper counseling; third to consider their views to take the decision. Fourth, treat them equally. Fifth offer training. Depression is not a disease but it requires treatment. If companies offer proper and periodical treatment to the depressed employees we can be sure to bring their maximum best. Every human being should love their job otherwise they have to face lot of psychological problems. Foremost thing is that we should have a strong interest whatever we are doing.

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